

Equality Impact Assessment Scoping

1. Proposal details

Proposal Title	Lead Officer
Independent Advocacy Plan 2024-29	Gary Hoey – Chief Social Work Officer Hanna Dearie – Planning and Performance Officer

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts.

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		X
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		X
People with disabilities		X
People from particular age groups for example Older people, children and young people		X
Lesbian, gay, bisexual and heterosexual people		X
People who are proposing to undergo, are undergoing or have undergone a process to change sex		X
Pregnant women and new mothers		X
People who are married or in a civil partnership		X
People who share a particular religion or belief		X
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		X

3. Do you have evidence or reason to believe that the proposal will support the HSCP to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
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Eliminate discrimination and harassment faced by particular communities or groups	Positive - High
Promote equality of opportunity between particular communities or groups	Positive - High
Foster good relations between particular communities or groups	Positive - High
Promote positive attitudes towards different communities or groups	Positive - High
Increase participation of particular communities or groups in public life	Positive - High
Improve the health and wellbeing of particular communities or groups	Positive - High
Promote the human rights of particular communities or groups	Positive - High
Tackle deprivation faced by particular communities or groups	Positive - Medium

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
Rationale for decision:	
Signed :	
Date:	Copy to SAHSCP.Planning@south-ayrshire.gov.uk

Equality Impact Assessment including Fairer Scotland Duty

Section One: Proposal Details

Name of Proposal	Independent Advocacy Strategy 2024-29
Lead Officer (Name/Position)	Gary Hoey – Chief Social Work Officer
Proposal Development Team (Names/Positions) including Critical friend(s)	Hanna Dearie – Planning and Performance Officer Aaron Cyr (Carers Policy Implementation Officer) Courtney Buchanan (Information Governance Lead Officer)

What are the main aims of the proposal?	<p>In developing the overall aims of this plan, a wide range of people including advocacy users, advocacy organisations and other stakeholders will require to be consulted.</p> <p>This plan takes account of the following relevant legislations to advocacy:</p> <p>Mental Health (Care and Treatment) (Scotland) Act 2003; Mental Health (Scotland) Act 2015; Patient Rights (Scotland) Act 2011; Adult Support and Protection (Scotland) Act 2007; Adults with Incapacity (Scotland) Act 2000; Children (Scotland) Act 1995; and Childrens Hearing (Scotland) Act 2011.</p> <p>Due to South Ayrshire’s Demographic Profile, we expect there to be a continuing increase in demand for Advocacy Services. This particularly relating to South Ayrshire’s ageing population and this plan should be viewed alongside South Ayrshire’s Ageing Well and Social Isolation and Loneliness Strategies. It is expected this will place pressures on local advocacy organisations, due to increase of demand.</p> <p>Areas of demand likely to increase:</p> <p>Older Adults including those with dementia. Increased identification of longer-term medical conditions; and Unpaid Carers, young and adult.</p> <p>The plan will aim to identify the different types of advocacies presently available within Scotland.</p>
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<p>What are the intended outcomes of the proposal?</p>	<p>The activities of the partnership will be designed and delivered in ways that:</p> <ol style="list-style-type: none"> 1. Identify and define advocacy types. 2. Identify legal duties under present legislation. 3. Explore demand and need for advocacy services. 4. Explore present advocacy providers within South Ayrshire. 5. Consultation with advocacy users, advocacy organisations and other stakeholders. 6. Use consultation to inform future outcomes and directions to meet demand. This will allow us to allocate resources to meet identified need. 7. Having this policy will allow for an agreed process to monitor and evaluate services and provisions.
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Section Two: What are the Likely Impacts of the Proposal?

<p>Will the proposal impact upon the whole population of South Ayrshire or groups within the population?</p>	<p>The plan will impact all teams within the HSCP and the communities they serve. Older people, adults, children and families and people of South Ayrshire Communities who may require Advocacy provisions. It will also influence third sector organisations and individual staff members.</p>
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Considering the following Protected Characteristics and themes, what likely impacts, or issues does the proposal have for the group or community?

(List any likely positive and/or negative impacts)

Protected Characteristics	Positive and/or Negative Impacts
<p>Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers</p>	<p>This plan will apply equally to people of all racial groups and where information is required to be translated or provided in alternative formats it will be provided upon request.</p>
<p>Sex: Issues specific to women or men</p>	<p>This plan will lead to the provision of more efficient and effective services for both men and women through an improved utilisation of resources prioritised in line with the delivery plan.</p>
<p>Disability: Issues relating to disabled people</p>	<p>The plan and Advocacy services will be designed to be accessible, catering to varied needs and ensuring no one is left behind.</p> <p>Engagement and consultation of this Strategy</p>

	considered the wider impacts of this protected characteristic. As part of engagement and consultation activity – information will be provided in alternative formats upon request.
Age: Issues relating to a particular age group e.g., older people or children and young people	The development and implementation of the plan is fully inclusive to all age groups.
Religion or Belief: issues relating to a person’s religion or belief (including non-belief)	This plan is fully inclusive to all: e.g. religions and beliefs (including non-belief). The Advocacy Plan has a human right-based approach.
Sexual Orientation: Issues relating to a person’s sexual orientation i.e., lesbian, gay, bi-sexual, heterosexual	This plan will is inclusive to all irrespective of a person’s sexual orientation.
Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.	This plan is fully inclusive to all irrespective of people’s marital status.
Gender Reassignment: Issues relating to people who have proposed, started, or completed a process to change his or her sex.	This plan is fully inclusive to all irrespective of a person’s gender.
Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.	This plan is applicable to individual circumstances related to pregnancy and/or maternity leave..
Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.	This plan has no negative issues in terms of all of the above protected characteristics and in terms of a number of them is anticipated to have a positive impact leading to positive outcomes.
Equality and Diversity Themes Particularly Relevant to the Health and Social Care Partnership	

<p>Health Issues and impacts affecting people's health</p>	<p>This Strategy document will have a positive impact on the overall health and wellbeing of people in South Ayrshire.</p>
<p>Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>The right to be treated with dignity is a principle incorporated in the 2014 Public Bodies (Joint Working) (Scotland) Act. Issues that are advocated for are often based on protecting human rights. Through advocacy, South Ayrshire communities will have a greater awareness of their rights.</p>
<p>Socio-Economic Disadvantage</p>	
<p>Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.</p>	<p>The plan aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services.</p>
<p>Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future</p>	<p>The plan aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services.</p>
<p>Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies</p>	<p>The plan aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services.</p>
<p>Area Deprivation Issues: where you live (rural areas), where you work (accessibility of transport)</p>	<p>This plan is designed to support and provide service across all 6 localities in South Ayrshire.</p>
<p>Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>The Strategy aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services.</p>

Section Three: Evidence Used in Developing the Proposal

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>The feedback was used to inform the final version of the Plan. A report has been produced detailing the consultation and engagement work.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>Information on demographic projections was sought from a number of sources including South Ayrshire Council; NHS Ayrshire and Arran and the Scottish Government's Information Services Division.</p>
<p>Partners data and research In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>In developing the plan a local needs assessment was carried out to identify and analyse the needs for advocacy in South Ayrshire. Research into strategic considerations and the local and national policy context has also been carried out.</p>
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>None</p>

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and
- b) to mitigate negative impacts

No	Action	Lead Officer(s)	Timescale
1	NA		

Note: Please add more rows as required.

Section Five: Performance monitoring and reporting

Considering the proposal as a whole, including its equality and diversity implications:

When is the proposal intended to come into effect?	The final plan will come into effect in June 2024, following its approval by the Integration Joint Board at its meeting on 12 June 2024.
When will the proposal be reviewed?	The plan will be monitored and reported into the performance and audit committee on a six monthly basis. It will also be formally reviewed at it's mid-point.
Which governance group will have oversight of the proposal?	Progress reports will be provided to the HSCP Performance and Audit committee every six months.

Section Six - South Ayrshire Health and Social Care Partnership

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Proposal: Independent Advocacy Plan 2024-29

This proposal will assist or inhibit the Partnership's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination</p> <p>The Health and Social Care Partnership through its Independent Advocacy Plan will support the elimination of discrimination as it applies equally to people across all protected characteristics and is flexible in its approach.</p>
<p>Advance equality of opportunity</p> <p>The Independent Advocacy Plan will actively promote equality of opportunity as it offers choice and control for people to share their views.</p>

Foster good relations

The Independent Advocacy Plan will foster good relations across all protected characteristics by working with its stakeholders and partners on an on-going basis to achieve its delivery plan.

Summary of Action Plan to Mitigate Negative Impacts

Actions	Timescale
None	

Signed:

Date: